

NURSING WORKFORCE CENTER  
ADVISORY COUNCIL MEETING

August 4, 2008

Minutes

**Welcome and Introductions**

Council Chair B.J. Swanson called the meeting to order at 9 a.m. She introduced Patty Sanchez as the alternate for Dr. Mike Rush and announced that Sandy Evans and Representative Fred Wood had contacted her about being unable to attend. Members and guests were then asked to introduce themselves. Chair Swanson briefly reviewed the meeting agenda and said some new data on nursing supply and demand will be presented and the Strategic Planning Committee will present its report. This leads to a discussion on what recommendations the council can make to the Governor, State Legislature and State Board of Education at this time and what additional research is needed in the next year to complete the council's mandate. The chair then asked for any changes to the meeting agenda; there were none.

Tony Fernandez asked that the minutes of the June 18, 2008 Nursing Workforce Center Advisory Council meeting be corrected to incorporate the language of the motion to the State Board of Education:

As a part of addressing the nursing faculty shortage in Idaho, the Idaho Nursing Workforce Advisory Council strongly recommends increased funding for graduate and PhD nursing programs in Idaho, including Idaho State University's Notice of Intent to establish a PhD program in nursing.

Noreen Davis moved to accept the change; Susan Ault seconded and the motion passed unanimously. The chair said those changes will be made to the official record.

**"Idaho Nursing Overview" – Revisions and Updates**

Sara Gieseke, Regional Labor Economist, Idaho Department of Labor presented new and revised data tables on average annual wages paid by categories of nurses in the subareas of the state. This format was requested by the council at the last meeting. There was no discussion about the data or the format.

Sara then presented new state and area labor demand tables for five categories of nurses. She said this data had been improved via inclusion of nursing vacancies data from the Idaho Hospital Association. The tables include estimated employment levels by year to 2016 and annual job openings due to growth and replacements. A new set of graphs depicting overall supply and demand trends for registered nurses (associate degree RN plus bachelor degree RN) by area with the demand depicted for new or growth and by growth plus replacements were presented. Bob Uhlenkott pointed out the supply estimates assume no additional seats or training capacity at training institutions and that 65 percent of new Idaho RN graduates obtain an Idaho nursing license (based on Board of Nursing statistics). Therefore, if there were an increase in seats or the Idaho graduate/licensing factor early in the projection period, the gap between supply and demand (the nursing shortage) would be narrowed in later years.

Council members posed several questions about the data and projection techniques. Sara responded to each one and pointed out the limitations to it. For example, the number of RNs who migrate to Idaho from other states cannot be determined without having a Social Security Number for each person to track previous work locations. Chair Swanson brought the discussion to closure by saying the data we now have and additional data we need justifies funding another survey and other research that would yield information on school and employer-planned expansions, special questions concerning elder care in facilities, sampling doctors, clinics, and other topics for their nursing needs and obtaining SSNs from schools and licensing bodies. Dr. Carol Ashton said this need also argues for continuing the council's authorization and funding. Representative Margaret Henbest suggested the council prepare a proposal for continued funding as well as estimating costs of making labor supply and demand reports mandatory for the Idaho training facilities and licensing boards.

### **Strategic Planning**

Committee Chair Steve Millard presented the report from the Strategic Planning Committee. He referred the council to the committee's report "Interim Report of Findings and Recommendations" which is the basis for today's discussion. He introduced the committee members and summarized how the committee carried out its task. The report combined findings of recommendations of the Alternative Education Committee but it still must be considered a draft as far as the advisory council's report goes. The report posits five overall goals that must be achieved in order for the current and future Idaho shortage of nurses can be overcome. Each goal contains a set of specific strategies.

Council members reviewed and discussed each goal and many of the strategies. Goal I is the need to retain current nursing faculty and to attract new faculty to fill the estimated number of new faculty positions to meet the nursing shortage. Again, there were many technical questions about the data, in this instance nursing faculty pay, included in the report, could more specific information be collected or presented and what could be done to obtain some of the wanted, but unavailable, data. Committee Chair Millard or Sara Gieseke responded to each question. Chair Swanson stated the data we have is sufficient to advocate for better pay. Margaret Henbest said the report should include the profession's contribution of the scholarship program as an effort to increase nurses' interest in becoming a nursing instructor. Robert Vande Merwe stated the final report should contain a schedule of increasing both student seats and faculty positions over a five-year period or whatever the council thinks might be doable. Dr. David Schmitz also recommended the council think of other incentives that might attract new faculty as well as stress there are new health care models being implemented that impact on the mix of nursing specialties and levels of education and that have a carry-over effect on the types of instructors needed.

Goal IV includes new employment practices or models that will encourage work force retention in all sectors. Some of these strategies do not cost money but require time and consensus to achieve them. Carol Ashton remarked these should be actively pursued notwithstanding the acceptance of other council recommendations.

Goal V recommends continuation of the council beyond July 1, 2009. Carol Ashton said the council should ask for the elimination of this sunset clause. Margaret Henbest said it might be more prudent to ask for a three-year extension. Labor Director Roger Madsen noted the Workforce Development Training Fund has a six-year authorization with a required annual report to the Legislature. Steve Millard stated no matter the duration of an extension recommended, the report must emphasize that the state is in a nursing shortage crisis right now and action must be taken as soon as possible. The council decided it would recommend future council business stay within the nursing profession and not branch out at this time to other nursing-related allied occupations.

### Council Report and Recommendations

Chair Swanson asked for other specific ideas that had not been discussed regarding revising the draft report. Suggestions were

1. make sure comparative tables make apples-to-apples comparisons;
2. include an understandable faculty position/student seats ratio for each level of nursing degree;
3. timeline of milestones in meeting nursing shortage;
4. page 8 of the draft report needs to be revised for clarity and balance as well as noting it usually takes a nursing student 3.5 years from the start of school to become a working nurse and
5. include a summary table of current and new nursing faculty positions and student seats and the estimated costs.

Chair Swanson appointed an *ad hoc* group to develop a preliminary table. Dr. Lita Burns reported the group's results:

Number of Nursing Faculty and Student Nursing Program Seats to Meet Year 2015 Job Demand										
August 2008										
Baseline Situation 2008-2009										
Number of Student Seats			Number of Faculty Positions			Authorized Expansion		2008-2009 Costs		
Degree Level	Seats Filled	Vacant	Funded	Filled	Vacant	Faculty	Student Seats	Faculty	Students	
Adv Practice										
Bachelor RN										
Assoc. RN										
LPN										
Recommended Net Increases 2009 - 2015										
Number of Student Seats		Number of Faculty Positions				Additional Costs - Year 1				
Degree Level	New Seats					Faculty	Students			
Adv Practice	70	Doctorate	10							
Bachelor RN	90	Masters	27			@100,000				
Assoc. RN	90	Pay Adjust*				@10%/yr x 3yrs				
LPN										
*To bring current faculty to market rate										

Margaret Henbest recommended this information be used to develop the six-year action plan.

Chair Swanson said she would develop some talking points and send to council members for review. Her intention is to take the report to the Governor, Presidents' Council, State Board of Education and the Workforce Development Council. Roger Madsen volunteered to bring up this discussion at the Governor's Cabinet meeting on August 5. The chair asked Representative Henbest and Committee Chair Millard if they would be willing to carry the report to the Governor and Board of Education. They agreed. It was noted that the deadline for proposing new budget items to the Governor had passed. Lita Burns responded that the report was needed and the council should go ahead and make its presentations. Kathleen Nelson moved that the council authorize its appointed delegates to make the presentations as discussed. Susan Ault made the second and the motion passed unanimously.

The chair then invited Sara Gieseke to present a proposal for additional research to gather some of the missing data and improve the data collection system. Sara presented the proposal for these activities to be conducted by the Idaho Department of Labor at an estimated cost of \$20,000. Noreen Davis moved the council accept the proposal with Margaret Henbest seconding. It passed unanimously.

Cheryl Brush said she would ask the Workforce Development Council to contribute \$50,000 to the scholarship fund if the Nursing Workforce Advisory Council authorized the request. Kathleen Nelson moved to accept this proposal and Claudeen Buettner seconded. The motion passed unanimously.

Georgia Smith of the Department of Labor said she would prepare some "one-pagers" on the council's findings and recommendations.

Chair Swanson set the next council meeting for September 15 in Boise. For those who cannot attend in person, teleconferencing will be arranged.

There being no additional business, the meeting was adjourned at 4:20 pm

Attendees:

Ms. Kathleen Nelson

Ms. Tammy Perkins

Members:

Ms. Patty Sanchez for Dr. Mike Rush

Dr. David Schmidt

Ms. B.J. Swanson, Chair

Dr. Pam Springer

Dr. Carol Ashton

Mr. Robert Vande Merwe

Ms. Susan Ault

Dr. Claudeen Buettner

Staff and Guests:

Dr. Lita Burns

Jim Adams

Ms. Noreen Davis

Cheryl Brush

Dr. Tony Fernandez

Alice Taylor

Mr. Steve Frei

Sara Gieseke

Rep. Margaret Henbest

John Van Dyke

Mr. Roger Madsen

Bob Uhlenkott

Ms. Amber Miller for Sen. John McGee

Georgia Smith

Mr. Steve Millard